

# **EXHIBIT 1**

THIERMAN BUCK LLP  
MARK R. THIERMAN, ESQ.  
Nevada State Bar No. 8285  
[mark@thiermanbuck.com](mailto:mark@thiermanbuck.com)  
JOSHUA D. BUCK, ESQ.  
Nevada State Bar No. 12187  
[josh@thiermanbuck.com](mailto:josh@thiermanbuck.com)  
LEAH L. JONES, ESQ.  
Nevada State Bar No. 13161  
[leah@thiermanbuck.com](mailto:leah@thiermanbuck.com)  
7287 Lakeside Drive  
Reno, Nevada 89511  
Telephone: (775) 284-1500  
Facsimile: (775) 703-5027

## CHRISTINE E. WEBBER, ESQ.

(Admitted Pro Hac Vice)  
cwebber@cohenmilstein.com

BRIAN CORMAN, ESQ.

(Admitted Pro Hac Vice)  
bcorman@sohenmilstein.com

# COHEN MILSTEIN SELLERS & TOLL PLLC

1100 New York Ave., NW, Ste 500

Washington, DC 20005

TOWARDS JUSTICE

# TOWARDS JUSTICE

ALEXANDER HOOD,  
(Admit 1 D. H. Vi

(Admitted Pro Hac Vice)

alex@towardsjustice  
1535 High Street, S.

1535 High Street, Ste. 300  
Denver, CO 80218

*Attorneys for Plaintiffs*

**UNITED STATES DISTRICT COURT  
DISTRICT OF NEVADA**

ABEL CANTARO CASTILLO on behalf of himself and those similarly situated.

CASE NO. 3:16-cv-00237-RCJ-CLB

**Plaintiff.**

VS

WESTERN RANGE ASSOCIATION  
Defendant.

## **DECLARATION OF PAMELA MACKER**

1. My name is Pamela Macker. I am a paralegal with the firm of Cohen Milstein Sellers & Toll PLLC. I am over 18 years of age. I have personal knowledge of the facts set forth below, and could and would testify to them in a court of law if called upon to do so. I make this

1 declaration in support of Plaintiff's Motion for Class Certification, and pursuant to Federal Rule of  
2 Evidence 1006. The documents summarized in this declaration and its attachments total over 2,300  
3 pages.

4       2. Defendant WRA produced 31 supplemental (and amended supplemental) responses  
5 to Plaintiff's Second Interrogatory, which collectively set forth names, dates of employment, ranch  
6 of employment, and contact information for H-2A herders who had worked in Nevada between  
7 approximately 2010 and 2018. I entered this information into a spreadsheet, a copy of which has  
8 been produced to Defendant.

9       3. Based upon the data included, I was able to identify each WRA member ranch that  
10 employed an H-2A herder in Nevada between 2010 and 2018. There are 25 of them, listed on the  
11 chart attached hereto as Ex. A. I was also able to determine the number of individual herders who  
12 were identified as having worked for each ranch, and that number is also included on the chart  
13 attached as Ex. A. Because some herders worked for more than one ranch, the total number of  
14 unique herders disclosed by WRA in its interrogatory response is 479, somewhat less than the total  
15 of each ranch's headcount of 488.

16       4. Several of the WRA member ranches have provided declarations in this matter.  
17 Where a ranch has provided a declaration, I have listed the name of the declarant in Ex. A. Several  
18 of the WRA member ranches have provided deposition testimony in this matter. Where a ranch has  
19 provided a deposition, I have listed the name of the deponent in Ex. A.

20       5. I have reviewed a total of 99 documents entitled "Information for Master Job Order,  
21 Member Survey." Each survey response (1) has a date as part of the document title; (2) indicates  
22 which member ranch responded to the survey; (3) includes a question and answer regarding whether  
23 the member ranch uses open range in more than one state, and if so in what states, and for how many  
24 months; and (4) includes a question and answer regarding the salaries the member ranch is paying to  
25 current sheepherders. Sample survey forms from one of the member ranches are attached as Ex. 51  
26 to Plaintiff's Motion for Class Certification. I reviewed documents bates numbered: WRA003655-  
27 WRA003656, WRA003664-WRA003666, WRA003880-WRA003881, WRA003899-WRA003901,  
28 WRA004189-WRA004190, WRA004215-WRA004217, WRA004945-WRA004947, WRA005021-

1 WRA005022, WRA005608-WRA005610, WRA005638-WRA005639, WRA006022-WRA006024,  
2 WRA006600-WRA006602, WRA006870-WRA006871, WRA006883-WRA006884, WRA007075-  
3 WRA007077, WRA007490-WRA007491, WRA007666-WRA007668, WRA007835-WRA007837,  
4 WRA007849-WRA007850, WRA008043-WRA008045, WRA008098-WRA008099, WRA008205-  
5 WRA008207. WRA008347-WRA008348, WRA008349-WRA008350, WRA008351-WRA008352,  
6 WRA008353-WRA008354, WRA008355-WRA008356, WRA008357-WRA008358, WRA008359-  
7 WRA008360, WRA008361-WRA008362, WRA008363-WRA008364, WRA008365-WRA008366,  
8 WRA008367-WRA008368, WRA008369-WRA008370, WRA008371-WRA008372, WRA008373-  
9 WRA008374, WRA008375-WRA008376, WRA008377-WRA008378, WRA008379-WRA008380,  
10 WRA008396-WRA008397, WRA008398-WRA008399, WRA008400-WRA008401, WRA008402-  
11 WRA008403, WRA008404-WRA008405, WRA008406-WRA008407, WRA008408-WRA008408,  
12 WRA008409-WRA008410, WRA008411-WRA008412, WRA008413-WRA008414, WRA008415-  
13 WRA008416, WRA008417-WRA008418, WRA008419-WRA008420, WRA008421-WRA008422,  
14 WRA008423-WRA008424, WRA008425-WRA008426, WRA008427-WRA008428, WRA008429-  
15 WRA008430, WRA008453-WRA008454, WRA008455-WRA008456, WRA008457-WRA008458,  
16 WRA008459-WRA008460, WRA008461-WRA008462, WRA008463-WRA008464, WRA008465-  
17 WRA008466, WRA008467-WRA008468, WRA008469-WRA008470, WRA008471-WRA008472,  
18 WRA008473-WRA008474, WRA008476-WRA008477, WRA008478-WRA008479, WRA008480-  
19 WRA008481, WRA008494-WRA008495, WRA008496-WRA008497, WRA008498-WRA008499,  
20 WRA008500-WRA008501, WRA008502-WRA008503, WRA008504-WRA008505, WRA008506-  
21 WRA008507, WRA008508-WRA008509, WRA008510-WRA008511, WRA008512-WRA008515,  
22 WRA008516-WRA008517, WRA008518-WRA008519, WRA008520-WRA008521, WRA008522-  
23 WRA008523, WRA008524-WRA008525, WRA008526-WRA008527, WRA008541-WRA008542,  
24 WRA008543-WRA008544, WRA008545-WRA008546, WRA008547-WRA008548, WRA008549-  
25 WRA008550, WRA008551-WRA008552, WRA008553-WRA008554, WRA008555-WRA008556,  
26 WRA008557-WRA008558, WRA008559-WRA008560, WRA008561-WRA008562, WRA008563-  
27 WRA008564. Based on that review, I identified, for each member ranch, the years for which survey  
28 responses have been provided, and list that information in the chart attached as Ex. A.

1       6. I have reviewed documents produced by WRA and Plaintiff in this litigation, and  
 2 identified 190 of Form 790, Agricultural and Food Processing Clearance Orders (also known as “job  
 3 orders”). For 2009 through 2016, Western Range filed job orders on behalf of its membership by  
 4 filing one form, generally with a list of the member ranches on whose behalf it was filed attached.  
 5 Those forms are listed in the chart attached hereto as Ex. B, including the bates numbers of the  
 6 documents, the time period covered, and that they were filed on behalf of WRA members generally.  
 7 Thereafter, Western Range filed job orders on behalf of individual member ranches, often multiple  
 8 times per year. I sought to identify job order forms that encompassed the longest time periods, to  
 9 minimize any gaps in coverage, with the goal of identifying a form 790 covering each WRA member  
 10 ranch operating in Nevada for each year during which individual form 790s were filed. The forms  
 11 identified are also listed on Ex. B, with information indicating the time period and ranch covered, as  
 12 well as the bates number. Western Range did not produce form 790s for every year.

13       7. For each Form 790 listed in Ex. B, I reviewed the forms and confirmed that, starting  
 14 in 2013 each contained an “Assurances” page stating that “all working conditions comply with  
 15 applicable Federal and State minimum wage . . . and other employment-related laws,” and signed by  
 16 an officer of Western Range, as indicated by checkmarks in Ex. B. The Assurances page was  
 17 included for all Form 790 starting in 2013, but not for earlier years.

18       8. Each form 790 listed in Ex. B also included a job description which was virtually  
 19 identical across the documents reviewed, stating:

20           Attends sheep and/or goat flock grazing on the range or pasture. Herds flock and  
 21 rounds up strays using trained dogs. Beds down flock near evening campsite. Guards  
 22 flock from predatory animals and from eating poisonous plants. May examine  
 23 animals for signs of illness and administer vaccines, medications and insecticides  
 according to instructions. May perform other farm or ranch chores related to the  
 production and husbandry of sheep and/or goats on an incidental basis.

24       9. Each form 790 listed in Ex. B also included a statement that the herders were “on call  
 25 for up to 24 hours 7 days a week,” as noted by checkmarks on Ex. B.

26       10. Each form 790 in Ex. B also included a monthly salary that was being offered, as  
 27 noted on the Ex. B.

28       11. Sample forms 790 are attached to Plaintiff’s Motion for Class Certification as Ex 63.

1       12. I similarly reviewed documents produced by WRA in this litigation, and identified  
 2 150 of Form 9142 or 9142A, H-2A Application for Temporary Employment Certification (also  
 3 known as “employment certs”). Similar to the forms 790, I found that Western Range filed forms  
 4 9142 on behalf of its membership by filing one form, with a list of the member ranches on whose  
 5 behalf it was filed attached, through July 2014. Those forms are listed in the chart attached hereto as  
 6 Ex. C, along with their Bates numbers, dates of coverage, and that they were filed on behalf of WRA  
 7 members generally. Starting in 2016, Western Range filed 9142s on behalf of individual member  
 8 ranches, often multiple times per year. I sought to identify forms 9142 that encompassed the longest  
 9 time periods, to minimize any gaps in coverage, with the goal of identifying a form 9142 covering  
 10 each WRA member ranch operating in Nevada for each year during which individual form 9142s  
 11 were filed. The forms identified are also listed on Ex. C, with information indicating the time period  
 12 and ranch covered, along with Bates number.

13       13. For each Form 9142 listed in Ex. C, I reviewed the forms and confirmed that each  
 14 contained an “Employer Declaration” section stating that “The employer understands that it must  
 15 offer, recruit at, and pay a wage that is at least the highest of the adverse effect wage rate in effect at  
 16 the time the job order is placed, the prevailing hourly or piece rate, the agreed-upon collective  
 17 bargaining rate (CBA), or the Federal or State minimum wage,” and signed by an officer of Western  
 18 Range. This is indicated on Ex. C.

19       14. Each form 9142 listed in Ex. C also included a job description which was virtually  
 20 identical across the documents reviewed, stating:

21           Attends sheep and/or goat flock grazing on the range or pasture. Herds flock and  
 22 rounds up strays using trained dogs. Beds down flock near evening campsite. Guards  
 23 flock from predatory animals and from eating poisonous plants. Drenches sheep  
 24 and/or goats. May examine animals for signs of illness and administer vaccines,  
 25 medications and insecticides according to instructions. May assist in lambing,  
 docking, and shearing. The work activities involve the herding or production of  
 livestock (which includes work that is closely and directly related to herding and/or  
 the production of livestock).

26 The forms covering 2009-10 and 2010-11 do not mention the job duties “Drenches sheep and/or  
 27 goats” or “May assist in lambing, docking, and shearing.” Forms filed in 2011 and later include  
 28 those items.

1       15.    Each form 9142 listed in Ex. C also included a statement that the herders were “on  
2 call for up to 24 hours 7 days a week,” as noted on Ex. C.

3       16.    Each form 9142 listed in Ex. C also included a statement of the monthly salary that  
4 was being offered, as noted on Ex. C.

5       17.    Sample forms 9142 are attached to Plaintiff’s Motion for Class Certification as Ex.  
6 40.

7  
8  
9           I declare under penalty of perjury that the foregoing is true and correct to the best of my  
10 knowledge.



11  
12           October 29, 2021

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13           Pamela Macker

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Ranch Data Review			
ranch	number of herders who worked ranch	declarant	deponent
			years of survey responses
Borda	13	Ted Borda	Ted Borda
Brough	2		2010-2015, 2018
David & Bonnie Little	60	Bonnie Little	2012
Dufurrena Sheep Co.	16	Hank Dufurrena	2010-2012, 2015, 2018
El Tejon	33	Melchor Gragirena	2011, 2013
Ellison Ranching Co.	48	Aulene Ratliff	Ira Wines
Empire Ranching Co.	3		2011-2015
Estill Ranches LLC	24	John Estill	(delayed)
Eureka Livestock	27	Nicholas Etcheverry	2011, 2014, 2018
F.I.M. Corp.	23	Kristofor Leinassar	2010-2015, 2018
Gary Snow	15	Gary Snow	Gary Snow
Grass Valley/ Jerry Lancaster	6		2010-2015
Green Goat	16		2011-2014
Jersey Valley	7		(delayed)
John Espil Sheep Co.	43	John Espil	2012
John M. Olagaray (Five-0)	10	Connie Olagaray	2010-2014
John Uhalde & Co.	2		2010-2015, 2018
K & N Livestock	13		2013, 2014
Need More Sheep Co.	46	Hank Vogler	Sierra Knudsen
Rafter 7 Sheep Co./Rafter Merinos			2010-2012, 2014-2016,
Sheep Co.	33	Rick Powers	Henry Vogler
Robert A. Stayer	1		2011-2014
Silver Creek Ranch Inc.	21	Pauline Inchauspe	Tom Filbin
Southern NV Water Authority	21		2010-2018
Thomas Knudsen	4		2013, 2014
Truckee River Ranch LLC	1		
Total	488		

Ex. A to Macker Decl.

## Forms 790 Review

year	ranch	Bates Nos. (date range)	job description matches	24/7 language included	monthly salary listed	assurances included
2009-10	Global WRA Nevada	WRA008318-WRA008319 (8/1/2009-7/31/2010)	v	v	v	v
2010-11	Global WRA Nevada	no form produced by WRA	v	v	v	v
2011-12	Global WRA Nevada	WRA008338-WRA008346 (8/1/2011-7/31/2012)	v	v	v	v
2012-13	Global WRA Nevada	WRA008393-WRA008395 (8/1/2012-7/31/2013)	v	v	v	v
2013-14	Global WRA Nevada	WRA008443-WRA008452 (8/1/2013-7/31/2014)	v	v	v	v
2014-15	Global WRA Nevada	WRA008483-WRA008493 (8/1/2014-7/31/2015)	v	v	v	v
2015-16	Global WRA Nevada	WRA008531-WRA008540 (8/1/2015-7/31/2016)	v	v	v	v
2018-19	Borda	P000357-P000365 (01/08/2018-01/06/2019)	v	v	v	v
2019-20	Borda	P000384-P000392 (01/08/2019-01/06/2020)	v	v	v	v
2020-21	Borda	P000410-P000419 (02/08/2020-02/05/2021)	v	v	v	v
2018-19	David & Bonnie Little	P000441-P000448 (02/08/2018-02/06/2019)	v	v	v	v
2019-20	David & Bonnie Little	P000466-P000473 (01/08/2019-01/06/2020)	v	v	v	v
2020-21	David & Bonnie Little	P000500-P000510 (02/08/2020-02/05/2021), P000552-P000562 (06/08/2020-06/06/2021)	v	v	v	v
2018-19	Dufurrena Sheep Co.	P000563-P000571 (01/08/2018-01/06/2019)	v	v	v	v
2019-20	Dufurrena Sheep Co.	P000588-P000596 (01/08/2019-01/06/2020)	v	v	v	v
2020-21	Dufurrena Sheep Co.	P000639-P000648 (03/08/2019-03/05/2020)	v	v	v	v
2018-19	Ellison Ranching Co.	P000649-P000657 (02/08/2018-02/06/2019)	v	v	v	v
2019-20	Ellison Ranching Co.	P000709-P000719 (03/08/2019-03/05/2020)	v	v	v	v
2020-21	Ellison Ranching Co.	P000823-P000833 (03/08/2020-03/06/2021), P000891-P000901 (06/08/2020-06/06/2021)	v	v	v	v
2019-20	Estill Ranches LLC	P000902-P000911 (01/08/2019-01/06/2020)	v	v	v	v
2020-21	Estill Ranches LLC	P000945-P000954 (01/08/2020-01/05/2021), P000981-P000991 (04/08/2020-04/06/2021)	v	v	v	v
2018-19	Eureka Livestock	P000992-P001000 (07/08/2018-07/06/2019)	v	v	v	v
2019-20	Eureka Livestock	P001086-P001095 (05/08/2019-05/05/2020)	v	v	v	v
2020-21	Eureka Livestock	P001142-P001152 (06/08/2020-06/06/2021)	v	v	v	v
2018-19	F.I.M. Corp.	P001153-P001161 (07/08/2018-07/06/2019)	v	v	v	v
2019-20	F.I.M. Corp.	P001216-P001224 (08/08/2019-08/05/2020), P001268-P001278 (08/06/2020-11/30/2020)	v	v	v	v

Forms 790 Review						
year	ranch	Bates Nos. (date range)	job description matches	24/7 language included	monthly salary listed	assurances included
2018-19	Grass Valley/ Jerry Lancaster	P001279-P001286 (01/08/2018-01/06/2019), P001287-P001295 (11/08/2018-11/06/2019)	✓	✓	✓	✓
2020-21	Grass Valley/ Jerry Lancaster	P001296-P001306 (02/08/2020-02/05/2021), P001318-P001328 (04/08/2020-04/06/2021)	✓	✓	✓	✓
2018-19	Green Goat	P001329-P001336 (02/08/2018-02/06/2019)	✓	✓	✓	✓
2019-20	Green Goat	P001345-P001353 (02/08/2019-02/06/2020)	✓	✓	✓	✓
2020-21	Green Goat	P001363-P001372 (02/08/2020-02/05/2021), P001394-P001403 (04/08/2020-04/06/2021)	✓	✓	✓	✓
2018-19	John Espil Sheep Co.	P001416-P001423 (02/08/2018-02/06/2019)	✓	✓	✓	✓
2019-20	John Espil Sheep Co.	P001514-P001523 (02/08/2019-02/06/2020), P001540-P001547 (11/08/2019-11/05/2020)	✓	✓	✓	✓
2020-21	John Espil Sheep Co.	P001559-P001589 (07/12/2020-02/05/2021)	✓	✓	✓	✓
2018-19	John M. Olagaray (Five-0)	P001582-P001590 (01/08/2018-01/06/2019)	✓	✓	✓	✓
2019-20	John M. Olagaray (Five-0)	P001607-P001616 (02/08/2019-02/06/2020)	✓	✓	✓	✓
2020-21	John M. Olagaray (Five-0)	P001627-P001637 (02/08/2020-02/05/2021)	✓	✓	✓	✓
2018-19	Need More Sheep Co.	P001638-P001646 (01/08/2018-01/06/2019)	✓	✓	✓	✓
2019-20	Need More Sheep Co.	P001672-P001680 (03/08/2019-03/06/2020), P001802-P001809 (09/08/2019-09/05/2020)	✓	✓	✓	✓
2020-21	Need More Sheep Co.	P001810-P001819 (03/08/2020-03/06/2021)	✓	✓	✓	✓
2018-19	Rafter 7 Sheep Co./Rafter Merinos Sheep Co.	P001832-P001840 (01/08/2018-01/06/2019)	✓	✓	✓	✓
2019-20	Rafter 7 Sheep Co./Rafter Merinos Sheep Co.	P001841-P001850 (01/08/2019-01/06/2020), P001859-P001868 (09/08/2019-09/05/2020)	✓	✓	✓	✓

<b>Forms 790 Review</b>						
year	ranch	Bates Nos. (date range)	job description matches	24/7 language included	monthly salary listed	assurances included
2020-21	Rafter 7 Sheep Co./Rafter Merinos Sheep Co.	P001883-P001894 (10/06/2020-03/31/2021)	v <sup>1</sup>	v	v	v
2018-19	Silver Creek Ranch Inc.	P001906-P001914 (03/08/2018-03/06/2019)	v	v	v	v
2019-20	Silver Creek Ranch Inc.	P001935-P001945 (05/08/2019-05/05/2020)	v	v	v	v
2020-21	Silver Creek Ranch Inc.	P001946-P001955 (05/08/2020-05/06/2021)	v	v	v	v

<sup>1</sup> For Rafter 7 Sheep Co., the 2020-21 form 790 job description differs in that it provides greater detail for the winter range sheepherder.

**Forms 9142 & 9142A Review**

year	ranch	Bates Nos. (date range)	job description matches	24/7 language included	monthly salary listed	assurances included
2009-10	Global WRA Nevada	WRA008306-WRA008317 (08/01/2009-07/31/2010)	v	v	v	v
2010-11	Global WRA Nevada	WRA000512-WRA000520 (09/10/2010-09/09/2011)	v	v	v	v
2011-12	Global WRA Nevada	WRA008320-WRA008337 (08/01/2011-07/31/2012)	v	v	v	v
2012-13	Global WRA Nevada	WRA008381-WRA008392 (08/01/2012-07/31/2013)	v	v	v <sup>1</sup>	v <sup>2</sup>
2013-14	Global WRA Nevada	WRA008431-WRA008442 (08/01/2013-07/31/2014)	v	v	v	v
2016-17	Borda	WRA008567-WRA008578 (12/10/2016-12/08/2017)	v	v	v	v
2017-18	Borda	WRA008609-WRA008620 (11/08/2017-11/06/2018)	v	v	v	v
2018-19	Borda	WRA008638-WRA008650 (02/08/2018-02/06/2019)	v	v	v	v
2016-17	David & Bonnie Little	WRA008669-WRA008680 (07/10/2016-7/08/2017)	v	v	v	v
2017-18	David & Bonnie Little	WRA008739-WRA008750 (07/08/2017-07/06/2018)	v	v	v	v
		WRA008814-WRA008825 (07/08/2018-07/06/2019), WRA008653-WRA008664 (12/08/2018-12/06/2019) WRA008828-WRA008839 (01/10/2017-01/08/2018)	v	v	v	v
2018-19	David & Bonnie Little					
2017-18	Dufurrena Sheep Co.					
		WRA008843-WRA008854 (01/08/2018-01/06/2019), WRA008874-WRA008888 (01/08/2018-03/06/2019)	v	v	v	v
2018-19	Dufurrena Sheep Co.					
2016-17	El Tejon	WRA008932-WRA008943 (10/10/2016-10/08/2017)	v	v	v	v
2017-18	El Tejon	WRA008975-WRA008986 (10/08/2017-10/06/2018)	v	v	v	v
2018-19	El Tejon	WRA009004-WRA009015 (10/08/2018-10/06/2019)	v	v	v	v
2018-19	Ellison Ranching Co.	WRA009072-WRA009085 (12/08/2018-12/06/2019)	v	v	v	v
2017-18	Estill Ranches LLC	WRA009086-WRA009099 (10/08/2017-10/06/2018)	v	v	v	v
2018-19	Estill Ranches LLC	WRA009100-WRA009113 (03/08/2018-03/06/2019)	v	v	v	v
		WRA009114-WRA009127 (05/08/2018-05/06/2019), WRA009242-WRA009255 (11/08/2018-11/06/2019)	v	v	v	v
2018-19	Eureka Livestock					
2016-17	F.I.M. Corp.	WRA009256-WRA009268 (07/10/2016-07/08/2017)	v	v	v	v
2017-18	F.I.M. Corp.	WRA009325-WRA009338 (07/08/2017-07/06/2018)	v	v	v	v
2018-19	F.I.M. Corp.	WRA009411-WRA009424 (07/08/2018-07/06/2019)	v	v	v	v
2016-17	Gary Snow	WRA009468-WRA009479 (06/10/2016-06/08/2017)	v	v	v	v

Forms 9142 & 9142A Review						
year	ranch	Bates Nos. (date range)	job description matches	24/7 language included	monthly salary listed	assurances included
2017-18	Gary Snow	WRA009494-WRA009507 (01/10/2017-01/10/2018)	✓	✓	✓	✓
	Grass Valley/ Jerry Lancaster	WRA009508-WRA009521 (11/10/2016-11/08/2017)	✓	✓	✓	✓
2016-17						
2017-18	Grass Valley/ Jerry Lancaster	WRA009536-WRA009549 (11/08/2017-11/06/2018)	✓	✓	✓	✓
2018-19	Grass Valley/ Jerry Lancaster	WRA009565-WRA009578 (11/08/2018-11/06/2019)	✓	✓	✓	✓
2016-17	Green Goat	WRA009579-WRA009598 (07/10/2016-07/08/2017)	✓	✓	✓	✓
2017-18	Green Goat	WRA009657-WRA009671 (07/08/2017-07/06/2018)	✓	✓	✓	✓
2018-19	Green Goat	WRA009745-WRA009758 (06/08/2018-06/06/2019)	✓	✓	✓	✓
2016-17	John Espil Sheep Co.	WRA009787-WRA009800 (10/10/2016-10/08/2017)	✓	✓	✓	✓
2017-18	John Espil Sheep Co.	WRA009885-WRA009898 (10/08/2017-10/06/2018)	✓	✓	✓	✓
2018-19	John Espil Sheep Co.	WRA009973-WRA009986 (11/08/2018-11/06/2019)	✓	✓	✓	✓
2016-17	John M. Olagaray (Five-0)	WRA010001-WRA010015 (09/10/2016-09/08/2017)	✓	✓	✓	✓
2017-18	John M. Olagaray (Five-0)	WRA010046-WRA010060 (12/08/2017-12/06/2018)	✓	✓	✓	✓
2018-19	John M. Olagaray (Five-0)	WRA010092-WRA010106 (12/08/2018-12/06/2019)	✓	✓	✓	✓
2016-17	Need More Sheep Co.	WRA010107-WRA010120 (09/10/2016-09/08/2017)	✓	✓	✓	✓
2017-18	Need More Sheep Co.	WRA010149-WRA010162 (09/08/2017-09/06/2018)	✓	✓	✓	✓
2018-19	Need More Sheep Co.	WRA010237-WRA010250 (09/08/2018-09/06/2019)	✓	✓	✓	✓
2016-17	Rafter 7 Sheep Co./Rafter Merinos Sheep Co.	WRA010309-WRA010323 (12/10/2016-12/08/2017)	✓	✓	✓	✓
2017-18	Rafter 7 Sheep Co./Rafter Merinos Sheep Co.	WRA010352-WRA010366 (11/08/2017-11/06/2018)	✓	✓	✓	✓

Forms 9142 & 9142A Review						
year	ranch	Bates Nos. (date range)	job description matches	24/7 language included	monthly salary listed	assurances included
2018-19	Rafter 7 Sheep Co./Rafter Merinos Sheep Co.	WRA010395-WRA010408 (11/08/2018-11/06/2019)	✓	✓	✓	✓
2016-17	Silver Creek Ranch Inc.	WRA010409-WRA010422 (09/10/2016-09/08/2017)	✓	✓	✓	✓
2017-18	Silver Creek Ranch Inc.	WRA010465-WRA010478 (05/08/2017-05/06/2018)	✓	✓	✓	✓
2018-19	Silver Creek Ranch Inc.	WRA010509-WRA010522 (05/08/2018-05/09/2019)	✓	✓	✓	✓
2016-17	Southern NV Water Authority	WRA010524-WRA010534 (06/10/2016-06/08/2017)	✓	✓	✓	✓

<sup>1</sup>For 2012-13 (WRA008381-WRA008392), the form does not list the salary amount, but does state it was monthly.

<sup>2</sup>For 2012-13 (WRA008381-WRA008392), the language committing to assurances as set forth in Appendix A2 was included, but the appendix itself, which would have been the same as WRA008335, was not produced by WRA.